## CITY OF REDMOND RESOLUTION NO. 1311

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, MODIFYING SECTION 7.40 OF THE CITY OF REDMOND PERSONNEL MANUAL TO PROVIDE FOR STAND BY PAY FOR SPECIFIC POSITIONS WHEN APPROVED BY THE MAYOR

WHEREAS, the City of Redmond in May of 2009 transferred the operations and employees of the Eastside Public Safety Communications Agency (EPSCA) from the City of Bellevue to the City of Redmond; and

WHEREAS, the City of Redmond intended that the transfer would minimally impact the salaries and benefits of the affected employees; and

WHEREAS, one EPSCA employee was receiving stand-by pay when employed by Bellevue and this pay is not currently authorized under Redmond employment rules.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Stand-by Pay. Section 7.40 of the City of Redmond Personnel Manual is hereby modified to read as follows:

## 7.40 Emergency Callback and Stand-By Pay

All employees are subject to callback in emergencies. A decision to callback an employee is made by the supervisor. A refusal to respond to a callback is grounds for disciplinary action.

Stand-by pay may be approved by the Mayor for specific positions when the Mayor deems that the pay is appropriate and the practice of providing such pay is supported by market data.

Section 2. Implementation. The Mayor, or designee, and the Human Resources Director are hereby authorized and directed to implement the necessary changes in the City of Redmond Personnel Manual and any other administrative policies and procedures to carry out the provisions of this resolution.

Section 3. Validity. If any section, sentence, clause or phrase of this Resolution should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. Effective Date. This resolution and the amendments to the Personnel Manual approved herein shall become effective upon adoption.

ADOPTED by the Redmond City Council this  $\mathbf{1}^{\text{st}}$  day of December, 2009.

CITY OF REDMOND

JOHN MARCHIONE, MAYOR

ATTEST:

Michelle M. MCGEHEE, CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

OFFICE OF THE CITY ATTORNEY

JAMES HANEY,

CITY ATTORNEY

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

EFFECTIVE DATE:

RESOLUTION NO.1311

November 24, 2009

December 1, 2009

December 1, 2009

ADOPTED 7-0: Allen, Carson, Cole, Margeson, McCormick, Myers and Vache